

# Uhlelo Lwenhlonipho Yansuku Zonke, e-Rio Tinto Ukubuyekezwa Kwenqubekela-phambili

## Isixwayiso sokuqokethwe

Sifisa ukuxwayisa ukuthi lo mbiko ukuqethe izindaba ezithinta abantu ngqo asebeke bahlangabezana nezenzo zobuqhawaga, ukuhlukumeza ngocansi nokucwasa ngokwebala. Njengomfundi, ungaba nemizwa ehlukene, ikakhulu uma uke waba isisulu noma wazibonela zenzeka lezi zinto. Uyacelwa ukuba usebenzise izindlela ezikhona zokuthola ukwesekwa.

# Umbiko Ofingqiwe

## Isingeniso kanye nengqikithi

I-Rio Tinto ingenye yezinkampani zezimayini zomhlaba ezinkulu nezinempumelelo kakhulu emhlabeni wonke ezisebenza emazweni angama-35 enabasebenzi ababalelwa ku-57,000. Njengengxenywe yokuthuthukisa ikhono, ukuthuthukisa ubuchule kanye nokuthuthukisa ezokuphepha, uhlelo Lwenhlonipho Yansuku Zonke liwumgogodla lwezamasu ebhizinisi.

NgoMashi 2021, i-Rio Tinto yethula ithimba layo lohlelo Lwenhlonipho Yansuku Zonke futhi yahlanganyela no-Elizabeth Broderick & Co (EB&Co) ukwenza isibuyekezo esizimele mayelana nesiko lwayo lwasemsebenzini. NgoFebhuwari 2022, okutholiwe kanye nezincomo zokubuyekeza kwashicilelwa Kumbiko wohlelo Lwenhlonipho Yansuku Zonke. Kusukela ngaleso sikhathi, kwagxilwa kakhulu ekusebenziseni leli siko ngendlela efanele, ephephile nebandakanya wonke umuntu ebhizinisini lomhlaba wonke; okuzokwenza ukuthi kusetshenzwe ngendlela efanayo kanye nephephile, nalapho wonke umuntu, esebenza ngokunempumelelo ngaphandle kokubhekwa kobunjalo bomuntu.

NgoZibandlela wezi-2023, ngokuhambisana neSincomo E4 so Mbiko Wenhlonipho Yansuku Zonke, i-EB&Co yazibandakanya ne- Rio Tinto ukuze yenze lokhu Kubuyekwezwa Kwenqubekela-phambili. Lokhu Kubuyekwezwa Kwenqubekela-phambili kumayelana nokuqonda inguquko yesiko njengohambo lonyaka oluwuchunguchunge oluqala ngokungokuqwashisa mayelana noshintsho oludingekayo, olulandelwa uchungechunge lwezenzo ezizoba nemiphumela emihle maduze. Inguquko yesiko yenziwa ngokubheka umehluko kanye nezindlela ezintsha ezididiyelwe ezisetshenziswa ngenhloso yokufinyelela intuthuko ngokusebenzisana. Umgomo oyisiqondiso Wokubuyekwezwa Kwenqubekela-phambili ukuhlola ushintsho ngokombono wokubheka 'inqubekela-phambili, hhayi ukuphelela'. Lokhu Kubuyekwezwa ukuhlola isimo sokusetshenziswa kwesincomo ngasinye, kuhlonza inqubekela-phambili eseyenziwe futhi kuphakamise izindawo okugxilwe kuzo ukuze kuthuthukiswe ushintsho. Kuhlizeka ngemininingwane ezeza ukusetshenziswa okuqhubekayo kwaleli siko eliguqikayo le-Rio Tinto.

Uma kubhekwa ubukhulu bemisebenzi ye-Rio Tinto, ukukhula kanye nesimo sobuqotho sabasebenzi, nezindima ezihlukahlukene kanye nezindawo zokusebenza eziyinkimbinkimbi, kuwumsebenzi obalulekile ukusebenzisa lolu hlelo Lwenhlonipho Yansuku Zonke kuzo zonke izingxenywe zebhizinisi.

Eminyakeni emibili kusukela ekutholweni koMbiko Wenhlonipho Yansuku Zonke Ka-2022, inqubekela-phambili iyabonakala futhi kukhona ukuzinikela okuqhubekayo emsebenzini.

Ezimweni zomhlaba eziyinkimbinkimbi, ukulinganisa ushintsho oluhle kudinga indlela eguquguqukayo. Inqubekela-phambili akuyona into elula nesheshe ibonakale. Nakuba imininingwane yenhlolovo ikhombisa ukuthuthuka kwezinye izindawo, kodwa akumangazi ukuthi iphinda iveze ezinye izindawo lapho inguquko ingekho khona noma lapho yehle khona. Lokhu kufanele kuqondwe kabanzi mayelana nengqikithi yoshintsho, lapho kubonakala khona ukuthi kukhona ukuphikisana nalokhu okungase kube nomthelela ekunyukeni kwezinga lokuziphatha okulimazayo kwezinye izindawo. Kulindeleke ukuthi ngokugxila okuqhubekayo, lokhu kuzoshintsha ngokuhamba kwesikhathi. Umzamo oqhubekayo uzobaluleka ukuze kuqinisekise ukuthi ukumelana kanye nokugxeka kuyancipha, futhi kuqondwe ukuthi ushintsho kumele lwenzeke kuzo zonke izinhlangothi, ikakhulukazi kubaholi abaphambili (onsumpa, abaphathi nabaholi bamaqembu). Ukubuyekwezwa Kwenqubekela-phambili kukhomba izindawo ezidinga ukunakwa okuqhubekayo.

## Izindlela zokwenza

Okutholiwe nokwethulwe kulo mbiko kuhlenganisa idatha etholakale ngokusebenzisa ngokudidiyela izindlela zocwaningo ezimayelana nobuqotho kanye namanani ngenhloso yokuhlizeka ukuhlola okuphelele. Ukwethembela kumthombo owodwa kuphela wedatha akunikezi isithombe esigcwele. I-EB&Co igcine ukuvumelana ngendlela yokusebenza ngokulungisa izindlela zocwaningo ezifanayo nezokuqala zika-2022 Ukubuyekwezwa ngokwengezwa kokuvakashelwa kwesayithi kuyo yonke imisebenzi yase-Rio Tinto okuhlenganisa e-Mongolia, e-Montreal, e-New Zealand, e-Pilbara, e-Saguenay, e-Salt Lake City, e-Kitimat, e-Kennecott kanye nase-Weipa. Eminye imininingwane mayelana nezindlela okwenziwe ngazo inhlolovo, kubandakanya idatha eqhathanisekayo iyatholakala Esithasiselweni B.

Ukubuyekwezwa Kwenqubekela-phambili kubandakanya isamba **sabasebenzi abangu-1,318** ngezikhathi zemihlangano ethanyelwa ngobuchwepheshe be-inthanethi kanye naleyo yokulalela ethanyelwa ubuso nobuso (etholakala ngezilimi eziyi-7), **abantu abangu-10,056** ngenhlolovo (etholakala ngezilimi eziyi-13) kanye **nabantu abangu-342 abathumele imibono ebhalwe phansi** (ngezilimi eziyi-13).

## Okubalulekile okuthathwe ohlelweni Lokubuyezwa Kwenqubekela-phambili

- ▶ Izincomo Zombiko wohlelo Lwenhlonipho Yansuku zonke wango-2022 zisetshenziswe kakhulu. Ezincomweni ezingama-26, eziyi-17 sezisetshenzisiwe futhi kweziyi-9 ezisele, ukusetshenziswa kwazo kusaqhubeka.
- ▶ Ukuziphatha okulimazayo kuseyinsalelo, ikakhulukazi kwabesifazane nasemaqenjini acwaswayo. Ukuqhathaniswa kwedatha yenhlolovo esikhathini esiphakathi konyaka ka-2021 noka-2024 kuveza isithombe esingaqondile kahle. Njengoba i-Rio Tinto ineminyaka emi-2 kuphela selokhu yaqala lolu shintsho osikweni lwayo, le mininingwane yocwaningo ikhombisa ukusilela emuva, ekhombisa ukuthi inzuzo ephelile yezingquko ezenziwe kule minyaka emi-2 edlule azikenziwa ngokugcwele ngabasebenzi base-Rio Tinto. Imininingwane kufanele futhi ibukwe ngaphakathi komongo obanzi woshintsho, lapho ukumelana noshintsho kukhona futhi kungase kubonakale ekwenyukeni kokuziphatha okulimazayo kwezinye izimo noma phakathi kwamano athile.
  - Ciske uhhafu wabaphenduli kunhlolovo babike intuthuko ehlobene nezenzo zobubhoklolo, ukuhlukunyezwa ngokocansi nokucwasa e-Rio Tinto
    - **U-50% ukhombise ukwehla kwezinga mayelana nezenzo zobubhoklolo** (u-22% uthe isimo sesingcono kakhulu kanti u-28% uthe isimo sesithe ukuba ngcono, u-24% uthe alukho ushintsho, u-4% uthe isimo sesithe ukuba sibi kancane, u-4% uthe isimo sesisibi kakhulu, kanti u-15% uthe wona awuqinisekile),
    - **U-47% ukhombise ukwehla kwezinga mayelana nokuhlukunyezwa ngokocansi** (u-26% uthe isimo sesingcono kakhulu, kanti u-21% uthe isimo sesithe ukuba ngcono, u-22% uthe alukho ushintsho, u-1% uthe isimo sesithe ukuba sibi kancane, u-1% uthe isimo sesisibi kakhulu, kanti u-26% uthe wona awuqinisekile), kanye
    - **U-46% ukhombise ukwehla kwezinga mayelana** (u-23% uthe isimo sesingcono kakhulu kanti u-23% uthe isimo sesithe ukuba ngcono, u-24% uthe alukho ushintsho, u-2% uthe isimo sesithe ukuba sibi kancane, u-2% uthe isimo sesisibi kakhulu, kanti u-24% uthe wona awuqinisekile).
  - Ciske izingxenye ezimbili kwezintathu zabaphendulile kwinhlolovo okungenani bebeqiniseka impela ukuthi i-Rio Tinto izokwenza umehluko obonakalayo endaweni ngayinye eminyakeni emibili ezayo (57% izenzo zobubhoklolo, 67% ngokuhlukumeza ngokocansi kanye no-63% ngokucwasa ngokwebala.)
  - Sekukonke, u-7% wabaphenduli kunhlolovo bahlangabezane nokuhlukunyezwa ngokocansi ezinyangeni eziyi-12 ezedlule (okufana no- ngo-2021). Abesifazane babe sethubeni elikhulu lokuhlukunyezwa ngokocansi ezinyangeni eziyi-12 ezedlule uma kuqhathaniswa namadoda (u-16% uma kuqhathaniswa no-4%) futhi lokhu akushintshanga kusukela ngo-2021
  - Sekukonke, u-39% wabaphenduli kunhlolovo bahlangabezane nezenzo zobubhoklolo ezinyangeni ezingu-12 ezedlule (uma kuqhathaniswa no-31% ngo-2021). Ngo-2024, abesifazane kungenzeka ukuthi bake bahlangabezane nezenzo zobubhoklolo ezinyangeni eziyi-12 ezedlule kunabesilisa (50%, uma kuqhathaniswa nama-36% amadoda) nango-2021 (36%, uma kuqhathaniswa nama-29% amadoda). Ngokuvamile, ngenkathi imibiko yezinga lezenzo zobubhoklolo likhula kubo bonke ubulili, ukwanda okukhulu phakathi kuka-2021 no-2024 kwakubhekiswe kwabesifazane. Lolu shintsho lungachazwa ngezinto eziningi ezihlanganisa ukuziphindiselela okwandayo ngendlela yezenzo zobubhoklolo ngokobulili njengempendulo yemizamo ye-Rio Tinto yokugququzela ukuhlukahluka kobulili nokubandakanywa kwabantu.
  - Sekukonke, uma kuqhathaniswa impatho yokucwasa ngokwebala naleyo efakwe kunhlolovo yango-2021, u-7% wabaphenduli kunhlolovo bahlangabezane nokucwasa ngokobuhlanga kulezi zinyanga ezidlule eziyi-12 (ezifana nango-2021).
  - Sekukonke, u-40% wabaphenduli babone ubuxhwanguxhwangu, ukuhlukunyezwa ngokocansi noma ukucwasa ezinyangeni ezingu-12 ezedlule, kanti abantu abangu-46% bathi bathathe isinyathelo ukuze baphendule, kanti abangu-45% abantu bathi abazange bakwenze.
  - Phakathi kwalabo abake bahlukunyezwa ngokocansi ezinyangeni eziyi-12 ezedlule, u-13% wenza umbiko noma isikhalazo mayelana nokuhlukunyezwa ngokocansi (okufana no-2021). Phakathi kwabantu abahlangabezane nezenzo zobubhoklolo ezinyangeni eziyi-12 ezedlule, u-31% wenza umbiko noma isikhalazo mayelana nokuhlangabezane nezenzo zobubhoklolo (okufanayo no-2021). Phakathi kwabantu ababhekane nokucwasa ngokwebala ezinyangeni eziyi-12 ezedlule, u-12% wenza umbiko noma isikhalazo. Ukuqhathaniswa no-2021 akunakwenzeka.

10,056

Abantu abagcwalise  
inhlolovo

1,318

abasebenzi abethamele imihlangano  
ngobuchwepheshe bohlelo lwe-  
inthanethi noma abethamele  
imihlangano yokulalela ubuso nobuso

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imibono ebhalwe  
phansi

- ▶ Iminingwane evela emihlanganweni yokulalela kanye naleyo ebanjwa ku-inthanethi inhlobo ikhombisa ukuthi emikhakheni embalwa ebalulekile kube nenqubekela-phambili ngenxa yezinyathelo ezithathwe yi-Rio Tinto:
  - Ukukhishelwa emphakathini koMbiko Wenhlonipho Yansuku Zonke kube yinto ebalulekile eletha ushintsho enhlanganweni nakubasebenzi
  - Abantu sebeyakwazi ukukhuluma ngalokhu futhi Inhlonipho Yansuku Zonke isiyinxenye yengxoxo yansuku zonke
  - Abaholi sebedlala eyabo indima njengezingwazi zohlelo Lwenhlonipho Yansuku Zonke
  - Abaholi bakhulise ikhono lobuholi labantu babo abantu
  - Abasebenzi sebeyakwazi ukuphila ngokwenhlukano
  - Kukhona izindlela eziningi zezemfundo nokuqeqeshwa, okuhlanganisa nama-Purple Banners
  - Sebukhona ubuqotho obubonakalayo okwengeziwe mayelana nokuziphatha okulimaza abanye abantu
  - Osonkontileka bazwakele kumasayithi amaningi
  - Ukuthuthukiswa kwesikhungo kwenza umehluko kubantu
- ▶ Ukubuyekeza kuphinde kugqamisa inani lezinsalelo futhi kukhombisa ukugxila ezindaweni ezilandelayo ukuze kuthuthukiswe ushintsho:
  - **Ukunxena ukusebenzisana** ngokulalela nokuxhumana nalabo abaphikisana nohlelo loshintsho, ikakhulukazi amadoda
  - **Ukuqhubeka nokugqoguzelwa ngokwenhlukano** kuzo zonke izindawo nakuzindima ngenhloso yokuheha nokugcinwa kwabesifazane namaqembu ahlukahlukene, okuhlanganisa nabantu abahlosiwe
  - **Ukweseka wonke umuntu ukuze achume ngokulinganayo** ngokuqinisa ukugxila ekufakweni kwawo wonke amaqembu
  - **Ukujulisa ukuxhumana** phakathi kwabaholi abaphezulu kanye nabasebenzi
  - **Ukuhlomisa abaholi abaphambili** njengabasebenzeli boshintsho ngokuzibandakanya okujulile nokuqeqeshwa
  - **Ukuphakamisa ukuphepha kwengqondo nenhlalakahle** ohlelweni lwezokuphepha e-Rio Tinto
  - **Ukubhekana nokuziphatha okulimaza abanye abantu kusenesikhathi** ukuze kuvinjwe ukwanda
  - **Ukubuyekeza ukubika kanye nezinqubo zokuzazulula izinkinga** ukuze kwandiswe ukwethembana nokuthuthukisa ulwazi kubantu
  - **Ukuqhubeka nemizamo yokuthuthukisa** izinsiza nokubandakanywa kosonkontileka.

## Isiphetho

I-Rio Tinto inenqubekela-phambili kuhambo lwayolohlelo Lwenhlonipho Yansuku Zonke, futhi isibona izimpawu ezithembisayo zokuthuthuka kosiko, kobuchule, kokukhiqiza kanye nokusebenza. Nakuba ibhizinisi belisebenza kanzima mayelana ngokwenhlukano nokubandakanywa kwawo wonke umuntu ngaphambi kokwethulwa Kokubuyekezwa kokuqala, ukukhishelwa emphakathini Kombiko Wenhlonipho Yansuku Zonke kwaba yimbangela yokwanda okukhulu kokuqwashisa, izenzo kanye nomhlomulo. Kuphinde kwagqoguzela izinguquko ezibanzi kuyo yonke imboni.

Abasebenzi bamagange ukubona lezi zinzuzo ziqhubeka futhi zisimama, futhi banomfutho wokuqhubekisela phambili uhlelo Lwenhlonipho Yansuku Zonke. Inqubo esetshenziswa yilolu hlelo Lokubuyekezwa Kwenqubekela-phambili, okuhlanganisa amakhulukhulu ezingxoxo mayelana nesiko, ukubamba iqhaza kunhlobo nasekuvakasheleni izikhungo, sekwenze ukuthi ushintsho luhambe ngokushesha, kwaletsa nomfutho omusha nomuhle. Ngempela, izinga lokubamba iqhaza libe phezulu kakhulu ngo-2024 ukudlula unyaka ka-2022 Ukuyekeza, kukhombisa ukwenyuka kwezininga lokuzibandakanya kwabasebenzi base-Rio Tinto kwinqubo yohlelo lokuguqula isiko. Kunezinsalelo ezimbalwa ezihlonziwe ohlelweni Lokubuyekezwa Kwenqubekela-phambili ezidinga umzamo osimeme ukuze kuqhutshekwe nokuqaliswa kwezinsalelo zakuqala nasekusheshisweni komphumela.

Ekugcineni, i-Rio Tinto ibonise isibindi esibonakalayo sokugunyaza ukuhlolwa okujulile kwesiko layo kanye nokushicilela okutholwe yilo mbiko. Ukukhishwa kombiko wokuqala wohlelo Lwenhlonipho Yansuku Zonke kube nomthelela omubi embonini yonkana futhi kuye kwasiza ekuthuthukisweni kokubandakanywa kwawo wonke umuntu ekuthathweni kwesinyathelo ngalokhu. Ukushicilelwa kwalo mbiko wohlelo Lokubuyekezwa Kwenqubekela-phambili kungelinye ithuba lokuthi i-Rio Tinto ithathe isinyathelo esihlangene kuwo wonke umkhakha wezimayini nezinsiza emhlabeni jikelele. Futhi iyisibonelo esengeziwe se-Rio Tinto ehamba emkhonjweni wayo wokunakekela, wokuba nesibindi kanye nelukuluku.

Ngokuya ngokushiwo umsebenzi oyedwa wase-Rio Tinto, okubalulekile okuthathwa kulolu hlelo Lokubuyekezwa Kwenqubekela-phambili ukuthi:

- “ Ushintsho luyenzeka nakanjani, futhi kuzoba nzima ngezinye izikhathi. Asikwazi ukuhlehla... Ngilapha e-Rio Tinto ngoba ngifuna ukubona lolu shintsho. Sidinga ukuhlala enkambweni.